



To: Joel Boyd, Superintendent
From: Billie Jo Turner, Assistant Superintendent of Finance
RE: Substitute Pay Rate Adjustment
Date: November 12, 2021

There is a nationwide shortage of substitutes that districts across the country are battling with. Recently, we obtained permission from the School Committee to increase the rate of substitutes by \$15/day. We also got approval to add ten para subs at the Renaissance Schools. A new initiative we have been exploring is to attract local college adjunct faculty to increase our substitute pool. The current rates of pay for these individuals would be \$105/day which is what degreed individuals receive. We seek approval from the School Committee to increase the rate of pay for adjunct faculty to \$120/day which is the rate that we pay retired teachers. After which, we would work on holding information sessions to recruit such individuals. For instance, Middlesex Community College has 472 adjunct faculty members and 55 part time tutors. Even if only attracted ten percent of these, that would increase our substitute pool by 50.